

26 August 2020

Our Ref: RFI 35247

Dear

**Freedom of Information Act 2000
Information relating to Zero Hours Contracts**

I am writing to confirm that the South Eastern Health & Social Care Trust (the Trust) has now completed its search for information relating to the above which you requested on 28 July 2020.

A response to each of the questions raised has been provided by the Human Resources and Corporate Affairs Directorate and is attached in Appendix A.

If you are unhappy as to how this request has been handled, you have the right to seek a review within the Trust in the first instance. You should write to the Information Governance Department, Lough House, Ards Community Hospital (informationgovernance@setrust.hscni.net) within two months of the date of this response and your complaint will be considered and a response provided, within 20 working days of receipt.

If, after receiving a response, you remain unhappy, you can refer your complaint to the Information Commissioner at The Information Commissioner's Office –Northern Ireland, 3rd Floor, 14 Cromac Place, Belfast, BT7 2JB. It is important to note that if you refer any matter to the Information Commissioner, you will need to show evidence of having gone through the Trust's internal review procedure to try to resolve the matter with the Trust in the first instance.

If you have any queries about this letter, please do not hesitate to contact me. Please remember to quote the reference number above in any future communications.

Yours sincerely

Joyce Batch
Information Governance Assistant

Q1. What is your policy on zero hours contracts?

A1 Currently, the Trust does not have a zero hours policy. The Trust recruits to zero hours via external recruitment and internally via expression of interest.

Q2. How many workers/employees do you currently directly employ on zero hours contracts? What is the breakdown of these figures according to (a) sex, (b) race and (c) age?

A2. Table 1, below indicates the number of employees the Trust directly employs on zero hours contracts as at 31st July 2020. (Zero hours contracts defined as bank contracts):

Table 1

| | |
|----------------------------------------------|-------------|
| No. of employees (zero hrs contracts) | 6377 |
|----------------------------------------------|-------------|

You will wish to note that many of these employees also have a substantive post within the Trust.

In addition, an employee can have multiple bank contracts. For the purposes of this response, multiple bank contracts have been removed and an employee is only ever counted once regardless of the number of bank contracts they hold.

The breakdown of employees, according the sex, race and age is set out in Tables 2 to 4 respectively, below:

Table 2

| Sex | No. of Staff |
|--------------|---------------------|
| Female | 5244 |
| Male | 1133 |
| Total | 6377 |

Table 3

| Race | No. of Staff |
|--------------------|---------------------|
| Not Disclosed | 4900 |
| Black African | <10 |
| Chinese | <10 |
| Filipino | 25 |
| Indian | 32 |
| Irish Traveller | <10 |
| Mixed Ethnic Group | <10 |
| Other | 18 |
| Pakistani | <10 |
| White | 1388 |
| Total | 6377 |

Table 4

| Age | No. of Staff |
|--------------|---------------------|
| 16-24 | 536 |
| 25-34 | 1779 |
| 35-44 | 1425 |
| 45-54 | 1324 |
| 55-64 | 1047 |
| 65+ | 266 |
| Total | 6377 |

*You will note that some of the numbers have been masked and this is due to small numbers within a small geographical area.

Q3. How many workers/employees do you currently indirectly employ on zero hours contracts via agencies, contractors or sub-contractors? If this data is not available, please provide the names of the agencies, contractors or sub-contractors that you use to employ workers indirectly.

A3. The number of employees currently indirectly employed by the Trust on zero hours contracts via agencies, contractors or sub-contractors is not recorded centrally and therefore it is not possible to provide.

The names of agencies, contractors or sub-contractors that are used to employ workers indirectly are detailed in Tables 5 to 8 below:

Table 5:
Nurses and Healthcare Support Workers

| Supplier |
|----------------------------------------|
| Grafton Recruitment |
| First Choice (BHSCT & SEHSCT) |
| MPA Recruitment (BHSCT & SET) |
| Rutledge Recruitment & Training Ltd |
| Lydian Care |
| Premiere Employment (BHSCT & SEHSCT) |
| Jark (Belfast) Healthcare Services Ltd |
| NC Healthcare Ltd |
| M Care (NI) Ltd T/A Pulse Care Agency |
| Kennedy Recruitment Ltd |
| Premiere Employment (BHSCT & SEHSCT) |
| Nursing & Caring Direct Ltd |
| First Choice (BHSCT & SEHSCT) |
| MPA Recruitment Ltd |
| Grafton Recruitment |
| Rutledge Recruitment & Training Ltd |
| Keenan Healthcare Ltd |
| Lydian Care |
| The Placement Group (UK) Ltd |
| Allied & Clinical Recruitments Ltd |
| Provide Medical Ltd |
| TXM Healthcare Ltd |
| Sanctuary Personnel Ltd |
| Direct Medics Ltd |
| Balmoral Healthcare Agency Ltd |
| Jark (Belfast) Healthcare Services Ltd |
| Locum People Ltd |
| National Locums Ltd |
| ID Medical Group Ltd |
| NC Healthcare Ltd |
| The Locum Specialists Ltd |

Table 6
Non-Medical (Excluding Nurses and HCSW)

| Supplier |
|----------------------------------------|
| Apple Recruitment Services |
| Bond Search and Selection Ltd |
| Brook St Bureau PLC |
| Diamond Recruit. |
| Direct Medics Ltd |
| First Choice Selection Services Ltd |
| Grafton Recruit. |
| Jark (Belfast) Healthcare Services Ltd |
| Jennie Reeves Radiographers Ltd |
| Keenan Healthcare Ltd |
| Kennedy Recruitment Ltd |
| Lydian Care Ltd |
| MPA Recruitment Ltd |
| NL Group Ltd |
| NL Group Ltd |
| North West Care & Support Ltd |
| Platinum Recruitment (NI) Ltd |
| Premiere Employment Group Ltd |
| Quality Locum Solutions Ltd |
| Randstad Solutions Ltd |
| Recruitment Express Limited T/A TLC |
| Sanctuary Personnel Ltd |
| TTM Healthcare Holdings Ltd |
| Vanrath |
| Your World Recruitment Ltd |

Table 7

Non-Consultants

| Supplier |
|-----------------------------|
| Interact Medical Ltd |
| MP Locums Healthcare |
| Provide Medical Ltd |
| TXM Healthcare Ltd |
| Direct Medics Ltd |
| Locum People Ltd |
| National Locums Ltd |
| Holt Doctors Ltd |
| HCRG Ltd t/a HCL Doctors. |
| Bond Search & Selection Ltd |
| ID Medical Group Ltd |
| Locum Link Limited |
| Recruitment Express T/A TLC |
| Coyle Personnel PLC |
| NC Healthcare Ltd |
| TTM Healthcare |
| Medicspro Ltd |
| The Locum Specialists Ltd |

Table 8

Consultants

| Supplier |
|-----------------------------|
| Locum Link Limited |
| Interact Medical Ltd |
| Direct Medics Ltd |
| MP Locums Healthcare |
| HCRG Ltd t/a HCL Doctors. |
| Locum People Ltd |
| National Locums Ltd |
| Bond Search & Selection Ltd |
| Holt Doctors Ltd |
| Provide Medical Ltd |
| TXM Healthcare Ltd |
| ID Medical Group Ltd |
| Coyle Personnel PLC |
| Recruitment Express T/A TLC |
| Medicspro Ltd |
| NC Healthcare Ltd |
| The Locum Specialists Ltd |
| TTM Healthcare |

Q4. How many workers/employees do you currently directly employ on minimum hours contracts or via agencies, contractors or sub-contractors?

A4. As at 31 July 2020, the number of employees who are directly employed by the Trust on contracts of 1 - 10 hours a week are set out in Table 9, below:

Table 9

| | |
|-----------------------------------|------------|
| No. of employees (1-10hpw) | 222 |
|-----------------------------------|------------|

Q5. How many workers/employees in total do you currently employ? What is the breakdown of these figures according to (a) sex, (b) race and (c) age?

A5. Table 10, below details the numbers of employees the Trust employs as at 31 July 2020.

Table 10

| | |
|-------------------------------|--------------|
| Total no. of employees | 13644 |
|-------------------------------|--------------|

You will wish to note that this number includes employees with permanent, temporary or bank contracts.

An employee can have multiple contracts. For the purposes of this response, multiple contracts have been removed and an employee is only ever counted once regardless of the number of contracts they hold.

The breakdown of employees, according to the sex, race and age is set out in Tables 11 to 13 respectively:

Table 11

| Sex | No. of Staff |
|--------------|---------------------|
| Female | 10876 |
| Male | 2768 |
| Total | 13644 |

Table 12

| Race | No. of Staff |
|--------------------|---------------------|
| Not Disclosed | 9473 |
| Bangladeshi | <10 |
| Black African | <10 |
| Black Caribbean | <10 |
| Chinese | <10 |
| Filipino | 33 |
| Indian | 46 |
| Irish Traveller | <10 |
| Mixed Ethnic Group | <10 |
| Other | 33 |
| Pakistani | <10 |
| White | 4027 |
| Total | 13644 |

Table13

| Age | No. of Staff |
|--------------|---------------------|
| 16-24 | 870 |
| 25-34 | 3413 |
| 35-44 | 3121 |
| 45-54 | 3259 |
| 55-64 | 2457 |
| 65+ | 524 |
| Total | 13644 |

*You will note that some of the numbers have been masked and this is due to small numbers within a small geographical area.